

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

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January Meeting Info

Date

Tuesday
January 9, 2018

Location

Horizon's Conference Center
6200 State Street
Saginaw, MI 48603

Topic

Regional STEM Initiative: What HR
Needs to Know

Speaker

Lori Flippin, Great Lakes Bay
Regional Alliance

Time

Networking/Registration @ 11:15

Lunch

11:30-12:00

Program

11:30am - 1:15pm

Cost

Members \$25.00 & Guests
\$35.00 / \$40 (late) Students: \$20 /
\$25 (late)

Please visit vshrm.org and log
in to RSVP

President Update Yvette Serrato



Hidden Harvest Food Drive for our January 9, 2018 Meeting - Please Help!

It's that time of year to replenish the food banks in our Great Lakes Region and VSHRM would like to help! Please bring a canned food item or cash donation to our January 9th meeting and your name will be placed in a drawing. All proceeds go toward Hidden Harvest.



Hidden Harvest functions on the simple concept of don't waste food and if you have extra, get it to people that can use it. For years Hidden Harvest has done just that. More than 23 million pounds of health and nutritious food items have been distributed for hunger relief agencies since 1994.

Here are some facts:

- 21 million people in this country seek emergency food items
- 17% of people in the Great Lakes region are in poverty
- In the last 26 years, 75% of all soup kitchens or hunger relief agencies across America
- Have been established between 1981 to the present
- 16% of the people that receive food items from HIDDEN



HARVEST are seniors 65 & older.

- Children receive 39% of the food rescued by HIDDEN HARVEST.
- 39% of individuals we serve have someone in the home who is employed.
- Up to 1/5 of America's food goes to waste each year. It is estimated that each person in the Great Lakes region throws away 140 lbs. of food per year.
- 90% of low-income households with at least one child under the age of twelve use food pantries, soup kitchens also participate in school lunch programs.- 1996 A citizen's Guide to Food Recovery

Behind these disturbing facts are real people from our region. Our neighbors - families with children, the elderly, runaway youth, teen parents, victims of domestic violence, veterans, and the mentally ill face extreme poverty often accompanied by malnutrition and homelessness. Adequate nutrition provides the strength to tackle other problems and move toward self-sufficiency.

We need your help to assist the Great Lakes Region! Thank you for your support!

President-Elect/Certification Chair Scott Reed

JOIN US ON JANUARY 9th

You don't want to miss our January event! Lori Flippin is the STEM Initiative Leader for the Great Lakes Bay Regional Alliance. She will be talking to us about the opportunity STEM (science, technology, engineering, math) brings to our region. The event has been awarded 1.5 recertification credits from SHRM. We also applied for 1 recertification credit through HRCI, which is currently reviewing the event details.

DID YOU KNOW YOU CAN EARN RECERTIFICATION CREDITS FOR READING HR BOOKS??

SHRM maintains a vast library of books that are approved for up to 3 Professional Development Credits. You need only 1) read an [approved book](#), 2) take and pass a 10-question quiz on SHRM's eLearning platform, and 3) received the program ID to log for credit! Visit the following link for [FAQs](#)

SHRM CAN HELP YOU ACCELERATE YOUR CAREER GOALS

Every SHRM member is encouraged to take the [HR Competency Self Assessment \(CSA\)](#) at shrm.org/careers and receive 1 Professional Development Credit. Not only that, you are eligible to take the assessment each calendar year so you can stay sharp! You can also use this tool to customized development plan tailored to your learning style, strengths, opportunities, and goals!

Co-Program Chairs

Kari Back, PHR and Corrie Piotrowski, SHRM-CP

January Event



Please plan on joining us for our January event **STEM Initiative**

For this session, we welcome Lori Flippin, STEM Initiative Leader. Lori Flippin has a great deal of passion for STEM, which led her to pursue degrees in biology, chemistry, physics, math and secondary education. She gained industry experience in a lab and her first fifteen years were spent in the secondary classroom. She then became an assistant principal in charge of curriculum and school improvement. During that time she realized a love for developing exciting initiatives for students and teachers. Five years later, she became the Assistant Superintendent where she added offerings such as Google CS First Coding; a Bristlebot program; First Robotics; STEM camps; technology coaching for staff; and a greenhouse, wind turbine and solar array.

In the past year Lori moved into the role of STEM Initiative Leader for the Great Lakes Bay Regional Alliance where she facilitates the Out-of-School-Time Network, Employer Talent Pipeline, and activities related to Career Readiness and Culture of STEM.

The STEM Pipeline is a comprehensive STEM Website for the Great Lakes Bay Region/Prosperity Region 5 (Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland and Saginaw Counties). The STEM Impact Initiative Study recommended that we need to build a STEM Talent Pipeline for the Great Lakes Bay Region.

The world is changing. Gone are the days when a high school graduate could simply show up at the front gates of a manufacturing plant and start working. Gone are the days when companies could produce the same products in the same way year after year.

Success today comes to companies with the ability to adapt and people with the skills needed by those companies. Increasingly, those skills are in STEM (science, technology, engineering, math) areas. STEM skills are required for a wide range of high-demand occupations, including engineers, scientists, computer technicians, health care workers, welders, chemical process operators, electricians and many more.

Why the Great Lakes Bay Region?

- Roughly 38% of economic output comes from manufacturing & healthcare
- Home to 7 colleges and universities
- Among employers, 71% had difficulty hiring for a STEM job in the last 12 months
- The Great Lakes Bay Region has several large STEM employers, each with a heavy emphasis on manufacturing or healthcare. Roughly 38 percent of the region's economic output is driven by those two industries.
- A tradition of strength in science and manufacturing gives the Great Lakes Bay Region a head start in the race to STEM excellence. Discovery, innovation and the practical application of know-how are in the very soul of the region and its people. Few areas of the nation offer the fertile soil for STEM strength that can be found here.
- We look forward to seeing all of you on January 9th at Horizons. This will be our typical luncheon meeting with a start of 11:30am. HRCI/SHRM Credits are to be determined.

Should anyone have any questions, please do not hesitate to contact myself at (989) 923-2569 or kari.back@aptar.com or Corrie Piotrowski at (989) 923-5016 or piotrowskicm@midlandps.org

RSVP Co-Chairs

Suzanne Schreiner, SHRM-CP / Kristina Rubis, SHRM-CP

RSVP REMINDERS

- The deadline to RSVP is 5:00 p.m. on the Thursday prior to the meeting. A \$5.00 late fee will be added if your registration is submitted after the deadline.
- If you are unable to attend, please cancel your reservation by emailing the RSVP Co-Chairs at rsvp@vshrm.org.
- Fast Pass Users: You are automatically registered to attend all meetings; there is no need to RSVP on the website. If you are unable to attend you need to cancel

Coming Events:

Active Shooter Training: VSHRM May Half Day Seminar

This is a heads-up about our May, 2018 half day seminar. On Friday, May 4, 2018, between 11:30 a.m.- 4:00 p.m., Chris Schoenberg and his team will lead a hands-on Active Shooter Training seminar at Davenport University in Midland for VSHRM. Chris Schoenberg is the safety director for Davenport University campuses throughout the state of Michigan. He and his team have led many hands-on training events for schools and businesses throughout the state.

The May meeting is on Friday because Davenport University has graciously given us full use of the main building on the campus on that day. This will allow us to have a live reenactment and multiple hands-on breakout sessions without interfering with students or other meeting groups.

The hands-on component of this event is critical to its success...registrants will be asked to dress in comfortable to casual clothes, because all registrants will be expected to participate in the live training (even if all you do is throw nerf balls).

Registration for this event will be strictly limited to 100, so members will be asked to limit the number of guests to one so that as many members as possible are able to attend. Those with fast passes will be automatically registered as always; if you will be unable to attend, please let us know as soon as possible so that someone else may fill your place. The registration is limited because each breakout group will be limited in size to enhance both the effectiveness of the training and allow all registrants to participate.

As part of the registration process, all registrants will be required to sign a waiver from Davenport University, given the use of the facilities and the hands-on nature of the training. Your registration will not be considered complete until the waiver is received.

[Active Shooter Waiver](#)

More information will be forthcoming in February.

Amanda Irwin, Davenport University

Bill Livingston, Baker College Center for Graduate Studies

Chris Schoenberg, Davenport University



Please Join the Board in Welcoming Our New Members!!!

Brian Boyd (referred by Joshua Leadford)
Masud Labor Law

Katrina Sharp (referred by Gina Kellogg) Catholic Federal Credit Union

Monica DeWyse Shelterhouse

VSHRM Website and Communications Chair Mike Major, SPHR, SHRM-SCP

Hello colleagues!

As we enter into a new year, are you saying to yourself, "wow, what a tough year!" or "I can't remember a year as hectic as 2017." Well, there might actually be some quantifiable evidence to those feelings. SHRM recently demonstrated why 2017 has been a such stressful year for the HR Community:

<https://www.shrm.org/hr-today/news/hr-news/Pages/HR-2017-Timeline.aspx>

And... if that stress wasn't enough, we battled VSHRM website Gremlins for most of the year!

As we turn the page into 2018, I am pleased to report that the website transition is nearly complete and everything is operating smooth. There are some internal procedural changes, and I thank my VSHRM board colleagues for their patience and flexibility as we worked through them. From the VSHRM member standpoint, your experience should be easier to register for events, renew your membership, and access your member benefits. However, in exchange for that convenience. our amazing Membership Chair and Co-Treasurers have to manually track processes that were previously automated (but in fairness, didn't work and became lovingly known as our website Gremlins).

In closing, thank you for your patience as we moved through the transition. Thank you for reading my emails, and it was a great Army-Navy game. Congrats to all the Army fans

out there.

I hope you had a blessed holiday season and we'll see you in 2018!

Jennie Wideman, SHRM-CP College Relations Chair

**Enrollment time is open for the SHRM SCP/CP Learning System
Prep Course**

**SHRM Certified Professional (SHRM-CP™) and SHRM Senior
Certified Professional (SHRM-SCP™) In Class**

Location: SVSU

Address: 7400 Bay Road, University Center MI 48710

Dates: Feb. 21 to April 25, 2018

Days: Wednesdays

Time: 5:00 pm to 9:00 pm

Cost: \$1395.00

**Discounts available for SHRM & VSHRM members, call 989-964-4048 for more
information**

<http://www.svsu.edu/shrm/shrmlearningonsitehrprogram/>

This is an exciting and pivotal time in the HR profession. Now, more than ever, HR teams are required to assume a greater leadership role, contributing to the strategic direction of their organization. The HR profession is no longer just about what you know-but how you do your job.

Establish yourself as a globally-recognized human resource expert by earning the new standard in HR certification: SHRM Certified Professional (SHRM-CP™) and SHRM Senior Certified Professional (SHRM-SCP™). These professional certifications can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development. They reflect what HR practitioners need to know to be leaders in their organizations and in the profession.

Why Enroll in Our Course?

Offered in partnership with the Society for Human Resource Management (SHRM), the curriculum is designed by global subject matter experts and covers the entire SHRM Body of Competency and Knowledge™ (SHRM BoCK™) which encourages HR professionals to acquire the Competencies and Knowledge they'll need to effectively perform their jobs and achieve career success. Our course is designed to help you learn and retain the material effectively and efficiently by combining the best exam preparation system with expert instruction and peer discussion.

As part of your course, you will receive the NEW 2017 SHRM Learning System for SHRM-CP/SHRM-SCP. Comprised of comprehensive learning modules in print and e-reader formats, and advanced online resources, these study materials streamline study time, accelerate learning and build confidence for passing the SHRM-CP/SHRM-SCP exam.

REGARDLESS OF WHETHER YOU TAKE THE NATIONAL EXAM OR NOT, WHEN YOU COMPLETE OUR COURSE WITH 70% AVERAGE, YOU RECEIVE A CERTIFICATE OF COMPLETION FROM Saginaw Valley State University.

Treasurer Co-Chairs



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Income/Expense by Category

8/1/2017 through 12/31/2017

Category	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	OVERALL TOTAL
Income						
Income	\$0.00	\$0.00	\$0.00	\$389.00	\$123.00	\$512.00
Meeting Receipts	\$1,120.00	\$4,330.00	\$1,825.00	\$2,160.00	\$795.00	\$10,230.00
Membership Dues - New	\$0.00	\$0.00	\$140.00	\$0.00	\$0.00	\$140.00
Membership Dues - Renewals	\$0.00	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
Memberships	\$50.00	\$110.00	\$0.00	\$266.25	\$0.00	\$426.25
SHRM Rebate	\$2,839.78	\$520.00	\$0.00	\$102.31	\$0.00	\$3,462.09
TOTAL Income	\$4,009.78	\$4,960.00	\$1,965.00	\$2,917.56	\$1,918.00	\$15,770.34
EXPENSES						
Advertising	\$25.00	\$25.00	\$45.00	\$31.94	\$36.06	\$163.00
Board Expense	\$0.00	\$259.42	\$1,172.70	\$0.00	\$115.80	\$1,547.92
Board Meeting	\$0.00	\$144.86	\$0.00	\$136.52	\$0.00	\$281.38
Charity/SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$572.00	\$572.00
Gifts Given	\$0.00	\$0.00	\$0.00	\$449.00	\$87.82	\$536.82
Lunch Meeting	\$0.00	\$2,040.08	\$1,737.57	\$3,178.04	\$1,720.94	\$8,676.63
Name tags	\$0.00	\$60.00	\$0.00	\$127.50	\$0.00	\$187.50
P.O. Box/Renewal	\$0.00	\$76.00	\$0.00	\$0.00	\$0.00	\$76.00
PayPal Fee	\$38.94	\$69.30	\$40.14	\$56.91	\$61.68	\$266.97
Speakers Fee	\$0.00	\$1,081.00	\$625.00	\$0.00	\$1,000.00	\$2,706.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$21.12	\$46.12
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$525.00	\$657.39
TOTAL EXPENSES	\$63.94	\$3,780.66	\$3,620.41	\$4,112.30	\$4,140.42	\$15,717.73
OVERALL TOTAL	\$3,945.84	\$1,179.34	-\$1,655.41	-\$1,194.74	-\$2,222.42	\$52.61
Balance as of December 2017	\$29,177.84					
Trial balance as of December 31, 2017	\$28,978.84					

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



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